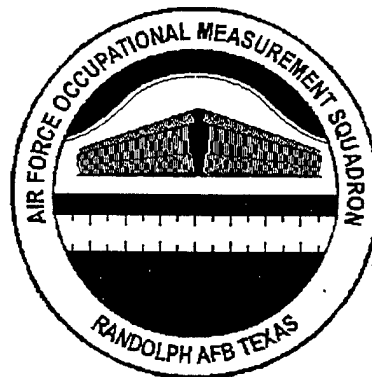


DTIC



UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

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SPECIAL SUPPLY STUDY

AFSC 2S0XX

OSSN 2280

JANUARY 1998

**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION AND TRAINING COMMAND
1550 5TH STREET EAST
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PREFACE

This report presents the results of an Air Force Special Occupational Survey of the Supply career ladders (other than Base Supply), Air Force Specialty Codes (AFSCs) 2S0X1 and 2S0X2. Authority for conducting occupational surveys is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Functional Manager, the operations training location, all major using commands, and other interested operations and training officials.

The survey instrument was developed by Mr. Michael F. Brosnan, Inventory Development Specialist, with computer programming support furnished by Ms. Rebecca R. Hernandez and administrative support provided by Mr. Richard G. Ramos. Second Lieutenant Charlie L. Law, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Additional copies of this report can be obtained by writing to AFOMS/OMYXI, 1550 5th Street East, Randolph AFB Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** This special study surveyed personnel assigned to the Supply career ladder (AFSC 2S0XX), but not assigned to supply squadrons. Personnel with the 2S0XX AFSC who were not assigned to supply squadrons were identified by using functional account codes. Survey results are based on responses from 1,094 AFSC 2S0X1 and 2S0X2 personnel, which represents 58 percent of the assigned population.
2. **Functional Area:** The current study investigated functional areas rather than the traditional specialty jobs. This was accomplished due to the extreme diversity of the personnel within the sample. Although there was insufficient homogeneity to find specialty jobs, nine functional areas were identified. These functional areas were: Non-supply Supervisors, Materiel Control, Bench Stock, Supervisors, Forms Monitors, Retail Sales, Receiving and Distributing, Mobility, and Computers.
3. **Job Satisfaction Analysis:** Job satisfaction is fairly low for the 2S0X1 career field when compared to both the comparative sample and the previous supply OSR. The most significant area of difference is the perceived utilization of training. This was low for all of the TAFMS groups. Job satisfaction was higher for the 2S0X2 career field and very similar to both the comparative sample and the previous OSR.
4. **Implications:** The Supply (other than Base Supply) career field is very diverse. Personnel are performing such a wide range of tasks that they do not group into specialty jobs. There are personnel who are not performing any supply tasks as well. This suggests there may be problems in this career field, especially when the low job satisfaction is also taken into account.

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**SPECIAL STUDY
OCCUPATIONAL SURVEY REPORT (OSR)
SUPPLY CAREER LADDER
(AFSC 2S0XX)**

INTRODUCTION

This is a special report of personnel assigned to the Supply career ladders (AFSC 2S0XX), but not working within a supply squadron. This survey was requested by the AFSC 2S0XX Career Field Manager, CMSgt Johnston (HQ USAF/LGSP) after the completion of the Base Supply OSR in 1996. This survey was requested to identify the core tasks that personnel are performing, what percentage of their day-to-day workload is comprised of core supply processes, their level of job satisfaction, and to determine if their level of training received was commensurate with their skill level (i.e., have they been afforded core tasks certification training or skill-level upgrade training).

Background

Personnel eligible for this study were identified by using functional account codes. Personnel who were working outside of core supply squadrons, but still within the AFSC 2S0XX were selected to participate. This includes personnel who work in a variety of locations, including Civil Engineering, Security Police, Transportation, and various other locations. These personnel are Supply personnel that work in locations other than base supply.

In order to compare the current special project with the previous Base Supply OSR, the job inventory (JI) was nearly identical for the two groups. The special inventory had only slight modifications made to update terminology. The only other changes made to the JI were to the background questions.

The objective of this special study is to understand what is currently being done by members outside of core supply, in order to structure training programs and to secure the support of the manpower community to involve more fully the supply functional managers in the establishment of supply authorizations in other than supply accounts.

Entry into the 2S0X1 career ladder currently requires Armed Forces Vocational Aptitude Battery (ASVAB) minimum scores of 45 Administrative and 43 General. The ASVAB score required for entry into the 2S0X2 career field is 51 Administrative. The strength factor of "G" (weight lift of 40 lbs) must be met or exceeded.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF JI OASN 2280, dated January 1997. A tentative task list was adopted from the previous JI as requested by the Career Field Functional Manager, Chief Johnston. The preliminary task list was refined and validated through personal interviews with 47 subject-matter experts (selected to cover a variety of major commands (MAJCOMs)) at the following locations:

<u>BASE</u>	<u>UNIT</u>
Randolph AFB	12 SPS
Lackland AFB	37 SUPS
The Pentagon	HQ USAF/LGSP
Bolling AFB	11 LGS
Andrews AFB	89 SUPS
Holloman AFB	49 SUPS

The resulting JI contained a comprehensive listing of 826 tasks grouped under 25 duty headings and a background section requesting such information as grade, duty title, functional area, types of equipment operated, job satisfaction, and forms used.

Survey Administration

In March 1997, there were 1,874 members assigned to the 2S0XX career ladder who were not assigned to core supply squadrons. Of those assigned, 1,613 members were eligible to complete the special JI. Members eligible for this survey consisted of the assigned 3-, 5-, and 7-skill levels working outside core supply squadrons, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring during the time the JIs were administered to the field; and (4) personnel in their job less than 6 weeks. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph Air Force Base, Texas.

Respondents were asked to complete an identification and biographical information section first and go through the booklet and check each task performed in their current job. After checking all tasks performed, respondents then rated each of these tasks on a 9-point scale showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of their time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

The final survey sample for this special study includes responses from 1,094 job incumbents. Table 1 reflects the MAJCOM distribution of the assigned personnel working outside the core supply squadrons. The 1,094 respondents represent 58 percent of the assigned personnel, and 68 percent of those surveyed. Table 2 reflects the distribution by paygrade. These figures show that the sample is fairly representative of the total population of personnel working outside of core supply.

SPECIALTY JOBS (Career Ladder Structure)

The occupational analysis process begins with an examination of the career ladder structure. The structure of jobs within the Supply career ladder was examined on the basis of similarity of tasks performed and the relative percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and the relative amount of time spent on tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, new members are added to this initial group, or new groups are formed based on the similarity of tasks and time spent ratings.

TABLE 1
MAJCOM REPRESENTATION OF AFSC S0XX SAMPLE

MAJOR COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ACC	17	20
AETC	9	9
AFMC	14	14
AFNEW	1	1
AFOSI	1	1
AFSOC	1	1
AFSPA	6	7
AFTAC	1	1
AIA	6	6
AMC	10	11
CENTC	1	0
ELM	2	1
EUR	3	2
PACAF	13	11
STRAT	1	1
USAFE	8	7
OTHER***	6	7

*** Other includes: 7th CG, AFCES, AFCOS, AFDW, AFMWR, AFOTE, AFPC, AFRES, AFSOC, ANG, AWS, CMA, ESP, LANTC, PACOM, USAFA, USEUC, USSOU, USTRA, ZBI, ZBE, ZBF, ZBH, ZBJ, ZBK, and ZBL

	AFSC 2S0X1	AFSC 2S0X2	AFSC 2S090/00
TOTAL ASSIGNED	1,761	60	53
TOTAL ELIGIBLE	1,516	50	47
TOTAL IN SAMPLE	1,021	44	29
PERCENT OF ASSIGNED IN SAMPLE	58%	73%	58%
PERCENT OF ELIGIBLE IN SAMPLE	68%	88%	62%

* Assigned strength as of March 1997

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	PERCENT OF AFSC 2S0X1		PERCENT OF 2S0X2		PERCENT OF 2S090/00	
	ASSIGNED	SAMPLE	ASSIGNED	SAMPLE	ASSIGNED	SAMPLE
E-1 to E-3	7	7	-	-	-	-
E-4	31	31	2	-	-	-
E-5	34	34	18	18	-	-
E-6	16	16	32	30	2	3
E-7	11	11	48	52	6	10
E-8	1	-	-	-	70	52
E-9	-	-	-	-	21	34

* Assigned strength as of March 1997

NOTE: Columns may not add to 100 percent due to rounding

The basic group used in this hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster.

Since the current study was diverse, there were no jobs or clusters identified. Functional areas were used instead to investigate any differences in the work performed by personnel in this career field.

Overview of Functional Areas

A listing of these functional areas is provided below. The group (GRP) number shown beside each title references computer printed information, the letter "N" represents the number of personnel in each group. Figure 1 illustrates the division of functional areas for this special supply study.

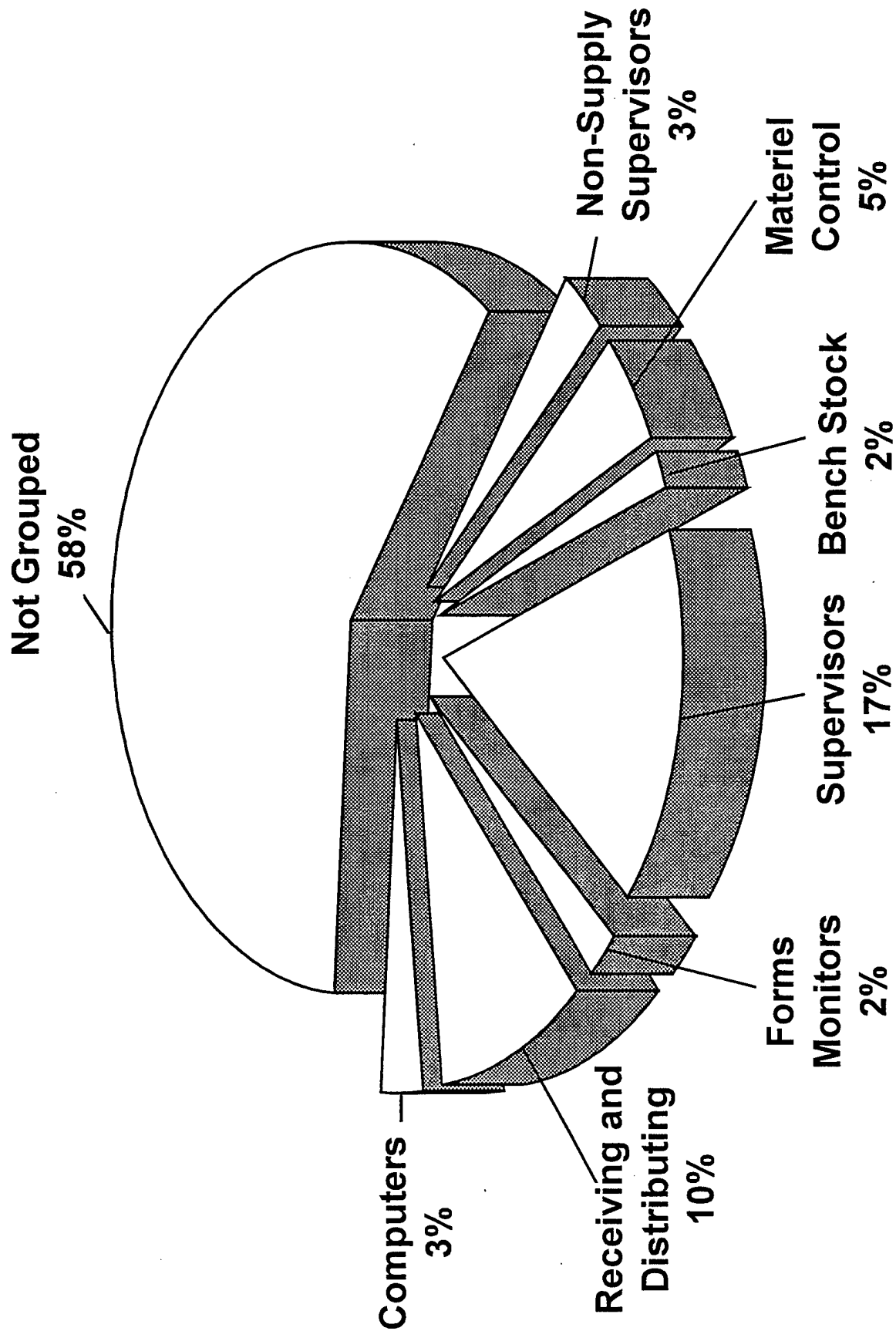
- I. NON-SUPPLY SUPERVISORS (GRP059, N=31)
- II. MATERIEL CONTROL (GRP060, N=53)
- III. BENCH STOCK (GRP061, N=19)
- IV. SUPERVISORS (GRP062, N=178)
- V. FORMS MONITORS (GRP063, N=21)
- VI. RETAIL SALES (GRP065, N=16)
- VII. RECEIVING AND DISTRIBUTING (GRP066, N=107)
- VIII. MOBILITY (GRP067, N=10)
- IX. COMPUTERS (GRP068, N=31)

The respondents forming these functional areas account for 42 percent of the survey sample. The remaining 58 percent were either too diverse to group with any of the functional areas listed above, or they did not mark any of the tasks listed in the JI.

Group Descriptions

The following paragraphs contain brief descriptions of the functional areas identified through the career ladder structure analysis.

2S0XX CAREER LADDER FUNCTIONAL AREAS



Others includes: Retail Sales and Mobility

I. NON-SUPPLY SUPERVISORS (GRP059). The 31 members in this area compromise 3 percent of the survey sample. Personnel in this functional area are performing almost exclusively supervisory tasks. This includes determining work and equipment priorities, participating in meetings, and assigning personnel to duty positions. Personnel in this area are unique because they are performing very few, if any, tasks related to the Supply career field. Seventy-six percent of their time is spent organizing and planning, more time than members of any other functional area. The members of this functional area perform an average of 13 tasks, which is very low when compared to most of the other functional areas. The low number of tasks suggests that this functional area is very specialized, or that members of this functional area might perform tasks not listed in this II. Members of this functional area are distinguished by the time they spend on the following tasks:

- determine work priorities
- determine office space, equipment, or supply requirements
- determine equipment maintenance requirements
- assign personnel to duty positions
- develop work methods or procedures
- plan or prepare briefings
- conduct staff meetings or briefings
- assign sponsors for newly assigned personnel

II. MATERIEL CONTROL (GRP060). Comprising 5 percent of the survey sample, these 53 members are responsible for a variety of materiel control tasks. Thirty-seven percent of their time is used to perform materiel control or unit supply functions. Although most personnel throughout the sample perform materiel control, this functional area spends more time performing materiel control duties than any other functional area. Sixteen percent of their time is also spent performing general supply functions. Personnel in the materiel control functional area perform an average of 33 tasks. This number is fairly low when compared to other functional areas. Some of the tasks which distinguish the work performed by these personnel are:

- interpret daily document registers (DO4 reports)
- process issue requests through SBSS functions
- submit cancellation requests
- brief maintenance management on supply status
- perform materiel control supply functions during exercises or operations
- monitor TIN processing
- perform transaction histories
- sign on or off terminals

III. BENCH STOCK (GRP061). The 19 members in this functional area are responsible for bench stock and general supply functions. Twenty-one percent of their time is spent performing bench stock functions, while 19 percent of their time is spent performing general supply functions. Additionally, 15 percent of their time is spent performing materiel control or unit supply functions. Members in this area conduct bench stock inventories, maintain bench stock listings, and establish bench stocks. Overall, an average of 38 tasks are performed by personnel in this cluster, which is fairly low when compared to the other functional areas. Tasks that distinguish this functional area include:

- bin bench stock items
- conduct bench stock inventories
- maintain bench stock listings
- prepare or process bench stock issue requests
- conduct semiannual bench stock reviews
- maintain bench stock placards
- maintain bench stock files
- brief customers on supply procedures

IV. SUPERVISORS (GRP062). These 178 members perform a wide range of supervisory tasks. This functional area comprises 17 percent of the survey sample, which is the largest functional area identified. This group of supervisors is distinguished from the Non-Supply supervisors in that they are performing several general supply tasks, which the other group of supervisors are not. In addition to supervisory tasks, members in this functional area also are involved with receiving and distributing tasks. Sixty-three percent of their time is spent performing supervisory duties. That is lower than the Non-Supply supervisors, because members in this functional area are also performing many other tasks. Nine percent of their time is spent performing general supply tasks. An average of 114 tasks are performed by members of this functional area, which is the highest number of tasks performed by any of the functional areas. This indicates a very diverse range of tasks being performed by these personnel. Some tasks which are representative of the functional area are:

- counsel subordinates on personal or military-related matters
- determine work priorities
- establish performance standards for subordinates
- write EPRs
- determine office space, equipment, or supply requirements
- conduct performance feedback worksheet sessions
- supervise Supply Management Specialist (AFSC 2S051)
- direct inventory functions

V. FORMS MONITORS (GRP063). The 21 members of this functional area represent 2 percent of the survey sample. Personnel in this functional area are performing a wide range of duties, without emphasis on one particular duty. Members in this functional area are responsible for the preparation, maintenance, and monitoring of various forms and requests. These forms include due-in from maintenance (DIFM) listings, DO4 reports, issue requests, transaction histories, D18 listings and several other forms. Personnel in this area perform an average of 83 tasks. This is fairly high compared to other functional areas. The following list shows the tasks members spend the most time performing:

- maintain bench stock listings
- interpret daily document registers (DO4)
- monitor unserviceable due-in from maintenance (DIFM) listings
- prepare or process bench stock issue requests
- prepare DIFM TINs
- process issue requests through SBSS functions
- perform transaction histories
- maintain bench stock files
- establish back orders on verified expedite requests

VI. RETAIL SALES (GRP065). The 16 members comprising this functional area represent 2 percent of the sample. Members of this functional area are responsible for a variety of tasks related to retail sales. Most personnel in this functional area are also responsible for performing several receiving and distributing tasks. Personnel spend 22 percent of their time performing receiving and distributing duties, 12 percent of their time is spent performing retail sales functions, and 11 percent of their time is used to perform general supply functions. Personnel in this functional area perform an average of 79 tasks, which is fairly high when compared to other functional areas. This suggests that the members in this functional area are performing a wider variety of tasks than most other functional areas. Representative tasks performed by members of this functional area include:

- accept or receive property
- notify customers for pickup
- compare physical count with information contained in receiving
 - documents, tags, labels, or markings
- off-load incoming property
- submit cancellation requests
- maintain suspense files for due-out release (DOR) items
- process unserviceable assets to or from DRMO
- issue or TIN personal retention and organizational items

VII. RECEIVING AND DISTRIBUTING (GRP066). The 107 members of this functional area account for 10 percent of the survey population. This is the second largest functional area, second only to the supervisory functional area. Members of this functional area perform a variety of traditional warehouse tasks. Personnel are responsible for accepting property, storing property, inventory, and property check-out. Although most personnel in this study performed several receiving and distributing tasks, this functional area spent the majority of their time performing these tasks. Fifty-five percent of their time is spent receiving, issuing, storing, and distributing property, more than any other functional area. Members of this functional area perform an average of 45 tasks, which is just about average when compared to other functional areas. Tasks which best differentiate this functional area from others are:

- accept or receive property
- off-load incoming property
- examine property received for damage
- in-check property
- conduct re-warehousing
- input warehouse location data
- process receipts
- organize storage facilities to ensure compliance with regulations and limitations

VIII. MOBILITY (GRP067). Personnel in this functional area are responsible for inspecting, storing, issuing, and maintaining mobility bags and weapons. Members in this functional area spend 45 percent of their time performing supply mobility functions. Members also report spending 13 percent of their time receiving, issuing, storing, and distributing property. Personnel in this functional area perform an average of 36 tasks, which is somewhat low when compared to the other functional areas. The time spent on the following tasks distinguished this functional area:

- store mobility kit baggage or weapons
- manage mobility bag inventory systems
- inspect mobility bag for contents
- inspect nuclear, biological, or chemical (NBS) accessories, such as gas masks
- issue mobility kit baggage or weapons
- TIN or re-order mobility dated items
- maintain custodial responsibility for mobility weapons

IX. COMPUTERS (GRP068). This functional area is almost exclusively 2S0X2 personnel. Eighty percent of this functional area consist of 2S052 and 2S072 personnel. Additionally, 20 percent are 2S071 personnel. Thirty-five percent of their time is spent

performing computer systems operations at the base level, while 20 percent of their time is spent performing computer systems operations at the command level or equivalent. Members in this functional area work with software, develop computer programs, analyze computer products, and maintain computer equipment. Members perform an average of 80 tasks, which is about average when compared to other functional areas. Personnel who work in this functional area are distinguished by the time they spend performing the following tasks:

- analyze output or results generated during programming testing
- analyze program applications
- maintain program folders
- develop SANs and HUMs
- utilize system control key-ins (CONS)
- analyze executive control language (ECL) runstreams
- utilize ECLs
- prepare or process force record alteration (FIX) inputs

Comparison of Current Special Study to Base Supply Findings

Results of the current study were compared to those of the Base Supply OSR published in 1996. The results of the two studies are very different. In the previous study, there were 23 specialty jobs identified, but in the current study specialty jobs could not even be used because of the diversity of the career field. The previous study very closely followed the structure of the Supply career field; however, the current study does not follow that structure at all.

Although specialty jobs could not be identified in the current study, personnel are working in functional areas that resemble some of the specialty jobs found in the previous OSR. For example, supervisors, computer personnel, materiel control, bench stock, retail sales, and receiving and distributing are all functional areas that were very similar in the job description from the previous OSR. However, the previous study was much more homogeneous in the work being performed by members of the specialty job, whereas the members of the current study are performing a wider range of tasks unrelated to the functional area.

In addition to the Non-Supply Supervisors, there was also a group of people who reported not doing any supply tasks. These personnel filled out the background portion of the JI, but did not mark any tasks in the tasks section of the JI.

Summary

The Supply (other than Base Supply) career field is extremely diverse. Members are performing a wide variety of tasks. Since the career field is so diverse, specialty jobs and clusters were not found within the career field. Several functional areas identified the work being performed by 42 percent of the survey sample. The other 58 percent were not grouped into

functional areas because they did not have enough similarities to be grouped at all, or they did not mark any tasks in the JI. The high number of not grouped personnel suggests that personnel in this special study are not performing distinct supply jobs.

COMMON TASKS PERFORMED

One of the objectives of this special study was to identify common tasks that personnel in the 2S0XX AFSC are performing. Table 3 identifies those tasks that members are performing across most of the functional areas. The one exception is the Non-Supply Supervisors. Personnel in the Non-Supply Supervisors are not performing any supply tasks, so they were not performing any of the common supply tasks. The only tasks the Non-Supply personnel had in common with the other functional areas was participating in staff meetings, council meetings, briefings, conferences, or workshops, other than training conferences. The remaining tasks that were identified across the other functional areas as common are in Table 3.

One important objective of the current special study was to investigate the percentage of daily workload is devoted to core supply tasks. This question was asked in the background section of the JI. The question asked how many hours per week are spent performing Base-Level core supply tasks. Forty-nine percent of the AFSC 2S0X1 respondents reported spending less than 10 hours a week on Base-Level core supply tasks, and 68 percent of the AFSC 2S0X2 respondents reported the same. Table 4 shows the breakdown for both the 2S0X1 and 2S0X2 personnel for the hours spent performing Base-Level core supply tasks per week.

TRAINING

There were two questions in the background section of the JI used to identify training opportunities for personnel in the 2S0XX AFSCs. Table 5 shows the percentage of AFSC 2S0XX personnel that have been afforded core certification in their current job. Only 33 percent of the 2S0X1 and 32 percent of the 2S0X2 personnel have been afforded core certification.

The second question identified the percentage of personnel who have been afforded skill level upgrade training in their current job. Table 6 shows the results of this question. Fifty-five percent of the 2S0X1 personnel reported having the opportunity for skill level upgrade training. Only 36 percent of the 2S0X2 personnel reported the same.

TABLE 3
COMMON TASKS PERFORMED BY 2S0XX PERSONNEL

TASKS	
W734	ACCEPT OR RECEIVE PROPERTY
E220	PREPARE OR PROCESS TRANSFERS TO DEFENSE REUTILIZATION MARKETING OFFICES (DRMOs)
E210	MAINTAIN STANDARDS OF GOOD HOUSEKEEPING
E235	SIGN ON OR OFF TERMINALS
A29	PARTICIPATE IN STAFF MEETINGS, COUNCIL MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS, OTHER THAN TRAINING CONFERENCES

TABLE 4
HOURS PER WEEK SPENT PERFORMING BASE-LEVEL
CORE-SUPPLY TASKS

	2S0X1	2S0X2
LESS THAN 10 HRS	49	68
10-20 HRS	17	9
20-30 HRS	13	2
30-40 HRS	13	5
MORE THAN 40 HRS	5	7
OTHER	3	9

TABLE 5

PERCENTAGE OF AFSC 2S0XX THAT HAVE BEEN AFFORDED CORE CERTIFICATION
TRAINING IN THEIR CURRENT JOB

	<u>2S0X1</u>	<u>2S0X2</u>
CERTIFIED	33%	32%
NOT REQUIRED, BUT SHOULD BE	22%	25%
NOT REQUIRED AND SHOULD NOT BE	36%	39%
OTHER	9%	5%

TABLE 6

PERCENTAGE OF AFSC 2S0XX PERSONNEL THAT HAVE BEEN AFFORDED SKILL LEVEL
UPGRADE TRAINING IN THEIR CURRENT JOB

<u>2S0X1</u>	<u>2S0X2</u>
55%	36%

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder.

The special study JI included questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions. The responses of the current survey sample were then analyzed by making the following comparisons: (1) among TAFMS groups of the current Special Study 2S0X1 and 2S0X2 career fields and a comparative sample of personnel from other career ladders surveyed in 1996; (2) between the current Special Study and the previous Base Supply TAFMS groups.

Table 7 compares first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from other AFSCs surveyed during the previous calendar year. These data give a relative measure of how the job satisfaction of the current special study AFSC 2S0X1 and 2S0X2 personnel compare with similar Air Force specialties. There were not any survey respondents in the 1-48 and 49-96 months TAFMS groups for the 2S0X2 career field. However, for the 1-48 months TAFMS groups, the job satisfaction was much lower in every category for the 2S0X1 career field, particularly in the perceived utilization of training category. In the 49-96 months TAFMS group, the 2S0X1 career field was similar to the comparative sample in every area except the perceived utilization of talents. Both the 2S0X1 and the 2S0X2 career fields were fairly similar in job satisfaction to the comparative sample in the 97+ months TAFMS group. Again, the only area of discrepancy was for the 2S0X1 career field in the perceived utilization of training category.

Table 8 compares job satisfaction indicator responses of the TAFMS groups in the current Special Study survey to TAFMS groups for the previous Base Supply survey for the 2S0X1 career field. Job satisfaction was low when compared to the previous supply OSR. The perceived utilization of training again was the area where groups were the most different. This was true for each of the TAFMS groups. Although job satisfaction generally increased after the first-enlistment (1-48 months TAFMS), all of the TAFMS groups were low compared to the previous Supply OSR.

Table 9 compares job satisfaction indicator responses of the TAFMS groups in the current Special Study survey to TAFMS groups for the previous Base Supply survey for the 2S0X2 career field. Again, there were not any survey respondents lower than 97+ months TAFMS, so a comparison could only be made for that group. Job satisfaction for the 97+ months TAFMS was fairly close to the previous Supply OSR. The job interest category showed lower job interest in the current study when compared to the previous OSR, while the sense of accomplishment gained from work was higher than the previous study. Reenlistment intentions were also higher for the current study than they were for the previous study.

TABLE 7

JOB SATISFACTION INDICATORS FOR AFSC 2S0XX TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS			49-96 MONTHS TAFMS			97+ MONTHS TAFMS		
	AFSC 2S0X1 (N=161)	AFSC 2S0X2 (N=0)	COMP SAMPLE (N=1,606)	AFSC 2S0X1 (N=238)	AFSC 2S0X2 (N=0)	COMP SAMPLE (N=1,024)	AFSC 2S0X1 (N=622)	AFSC 2S0X2 (N=44)	COMP SAMPLE (N=2,244)
<u>EXPRESSED JOB INTEREST:</u>									
INTERESTING	42	-	57	59	-	60	67	73	72
SO-SO	29	-	24	19	-	22	19	7	17
DULL	25	-	19	18	-	18	9	7	11
<u>PERCEIVED UTILIZATION OF TALENTS:</u>									
FAIRLY WELL TO PERFECTLY	53	-	67	64	-	68	77	82	79
LITTLE OR NOT AT ALL	43	-	33	34	-	32	20	16	21
<u>PERCEIVED UTILIZATION OF TRAINING:</u>									
FAIRLY WELL TO PERFECTLY	56	-	80	68	-	77	67	77	76
LITTLE OR NOT AT ALL	44	-	20	32	-	23	23	23	24
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>									
SATISFIED	47	-	61	63	-	62	74	84	71
NEUTRAL	27	-	19	19	-	17	11	2	11
DISSATISFIED	25	-	20	18	-	21	14	14	18
<u>REENLISTMENT INTENTIONS:</u>									
YES, OR PROBABLY YES	52	-	59	71	-	73	76	75	76
NO, OR PROBABLY NO	48	-	41	29	-	27	6	5	8
PLAN TO RETIRE	1	-	0	0	-	0	18	20	16

TABLE 8

COMPARISON OF 2S0X1 OTHER THAN BASE SUPPLY PERSONNEL
AND 2S0X1 BASE SUPPLY PERSONNEL
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS			49-96 MONTHS TAFMS			97+ MONTHS TAFMS		
	1997 2S0X1 (N=161)	1995 2S0X1 (N=690)		1997 2S0X1 (N=238)	1995 2S0X1 (N=526)		1997 2S0X1 (N=622)	1995 2S0X1 (N=1,034)	
<u>EXPRESSED JOB INTEREST:</u>									
INTERESTING	42	54		59	63		67	73	
SO-SO	29	27		19	25		19	17	
DULL	25	19		18	12		9	10	
<u>PERCEIVED UTILIZATION OF TALENTS:</u>									
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	53 43	58 42		64 34	76 24		77 20	82 18	
<u>PERCEIVED UTILIZATION OF TRAINING:</u>									
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	56 44	82 18		68 32	77 23		67 23	80 20	
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>									
SATISFIED	47	63		63	73		74	75	
NEUTRAL	27	20		19	10		11	9	
DISSATISFIED	25	17		18	17		14	16	
<u>REENLISTMENT INTENTIONS:</u>									
YES, OR PROBABLY YES	52	61		71	79		76	75	
NO, OR PROBABLY NO	48	39		29	21		6	7	
PLAN TO RETIRE	1	0		0	0		18	18	

TABLE 9

COMPARISON OF 2S0X2 OTHER THAN BASE SUPPLY PERSONNEL
AND 2S0X2 BASE SUPPLY PERSONNEL
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	1997 2S0X2 (N=0)	1995 2S0X2 (N=148)	1997 2S0X2 (N=0)	1995 2S0X2 (N=253)	1997 2S0X2 (N=44)	1995 2S0X2 (N=262)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	-	84	-	77	73	82
SO-SO	-	11	-	14	7	12
DULL	-	5	-	9	7	6
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	-	82	-	83	82	86
LITTLE OR NOT AT ALL	-	18	-	17	16	14
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	-	84	-	78	77	81
LITTLE OR NOT AT ALL	-	16	-	22	23	19
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	-	71	-	72	84	76
NEUTRAL	-	13	-	9	2	6
DISSATISFIED	-	16	-	19	14	18
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	-	78	-	71	75	66
NO, OR PROBABLY NO	-	19	-	16	5	6
PLAN TO RETIRE	-	3	-	13	20	28

When there are issues in an occupation that are not directly addressed in the JI, survey respondents frequently provide write-in comments. Many write in-comments suggested that the career field was in need of restructuring. Personnel expressed dissatisfaction with the current classification system, explaining that they did very little or no Supply tasks. This was a trend noted throughout the write-in comments.

IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was conducted as a request from the 2S0XX career field manager to survey personnel in the career field that were not working in Core Supply squadrons. While members of this career field are performing some Supply tasks, they are performing such a wide variety of tasks that personnel are not grouped into specialty jobs. It seems probable that some of these career field members are assigned the 2S0XX AFSC, but are not doing any supply tasks or duties. Job satisfaction is fairly low, with perceived utilization of training being the lowest job satisfaction indicator. Apparently, personnel do not believe they are performing in the jobs they were trained for.

From the standpoint of data gathered during this OSR, the Special Study AFSC 2S0XX career ladder structure reflects a wide diversity and variety of jobs performed by career ladder members.